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ABSTRACT

Information about the world conferences for and about women held during the United Nations' Decade for Women, 1975-1985, demonstrates that women have been responsible for promoting change on local, national, and international levels. The booklet begins with a chronology of the events leading up to and including the decade and its conferences. Overviews of the two conferences held to date--the Mexico City (Mexico) conference of 1975 and the Copenhagen (Denmark) conference of 1980--are presented. Some documents from each conference are presented in a condensed form. The purpose and functions of the third world conference on women to be held in 1985 in Nairobi, Kenya, are discussed. Organized into non-governmental associations which interact with governments, women have promoted changes aimed at advancing the status of women, contributing to economic development, and promoting peace and international understanding. (RM)

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LOOKING TO THE FUTURE

EQUAL PARTNERSHIP BETWEEN WOMEN AND MEN

IN THE 21ST CENTURY

50 015 400

Published by:

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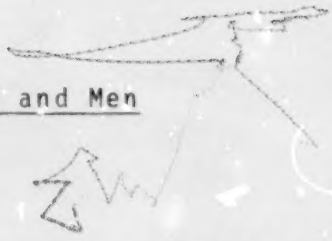
LOOKING TO THE FUTURE

Equal Partnership Between Women and Men in the 21st Century



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FOREWORD

This booklet is designed to provide information about an important series of events that have been overlooked by the media and by most scholars, and are not well known to the general public. These are the world conferences for and about women held during the United Nations' Decade for Women--1976-1985. The Mexico City conference in 1975 produced a World Plan of Action. The Copenhagen conference in 1980 adopted a Programme of Action. Each document sets a framework for thought and action on women's issues.

The effects of these conferences and the Decade on governments, on the U.N. system, and on women's groups around the world have been substantial. During the Decade many new women's organizations have also been formed and the older, more traditional women's organizations have been revitalized. At the government level, new bureaus, programs and projects have been set up, policies have been changed, and a new field of endeavor--called "women in development"--has been established.

This booklet sets forth the chronology of the events leading up to and including the Decade and its conferences. The relevant documents of the Decade conferences are also included, condensed to their substantive essence. These documents set the goals, define the issues and provide background for understanding the changes which have occurred during the Decade. These are necessary also for understanding the purpose and functions of the upcoming 1985 conference. This end-of-the-Decade conference looks to the future, toward achieving equal partnership between women and men in the 21st century.

A second purpose of this booklet is to demonstrate that women, organized into non-governmental associations and interacting with governments, have been responsible for promoting change on local, national and international levels. These changes have been aimed not only at advancing the status of women, but also at contributing to economic development, and promoting peace and international understanding. Equality, development and peace were set forth as the themes of the Decade. Fifty years before the U.N. Decade, an international women's organization created to work for women's suffrage chose the goals of equality, international understanding, and peace as the logical extension of their concerns, once suffrage was achieved. The similarity of goals is not coincidental. The U.N. Decade themes simply express what women's organizations have held important for many past decades.

History, Purpose and Goals of the Decade

When the United Nations was formed, women's organizations successfully pushed for inclusion of a commitment to the equal rights of men and women in the U.N. Charter. With that accomplished, they turned to working for establishment of the U.N. Commission on the Status of Women (UNCSW). This was accomplished in 1947. Next, the UNCSW and its affiliated non-governmental women's organizations worked on a variety of international conventions to alleviate discrimination against women and ultimately for an International Women's Year and the Decade for Women.

The Mexico City World Plan of Action for Women opens with a restatement of some of the commitments contained in the U.N. Charter:

> "to save succeeding generations from the scourge of war...to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small, and...to promote social progress and better standards of life in larger freedom."

It then goes on to assert:

> "History has attested to the active role which women played, together with men, in accelerating the material and spiritual progress of peoples and in...the progressive renewal of society; in our times, women's roles will increasingly emerge as a powerful revolutionary social force."

Next, the Plan notes the significant differences and basic similarities among women:

> "There are significant differences in the status of women in different countries and regions of the world which are rooted in the political, economic and social structure, the cultural framework and the level of development of each country, and in the social category of women within a given country. However, basic similarities unite women to fight differences wherever they exist in the legal, economic, social, political, and cultural status of women and men."

With this introduction, minimum goals for achieving equality with men are set forth. Both governments and non-governmental organizations were urged to develop programs and projects to meet these goals which centered on women's access to education, employment and health; to the participation of women in decision making and to recognition of women's contribution to society through their work in the home and in other activities not traditionally remunerated. The Plan also called for more research on women, for international action through agencies of the U.N. system, for national action by governments and women's organizations, and for a comprehensive review and appraisal of progress at regular intervals during the Decade.

The 1980 Mid-Decade Conference in Copenhagen chose as sub-themes the education, employment and health goals of the Mexico City conference. In addition, seven new priority areas for action were included in the Programme of Action: food, rural women, child care, migrant women, unemployed women, the female-headed household, and young women.

In its introductory section, the Programme defined equality, development and peace in women's terms and related them to each other. The historical perspective section of the Programme states that the roots of inequality are "linked to a complex historical process" and "manifested in ways as varied as the social and cultural condition of the world community" and then concludes:

> "Women suffer dual oppression of sex and class within and outside the family. The effects are strikingly apparent in the present world profile of women. While women represent 50% of the world population, they perform nearly two thirds of all working hours, receive only 1/10th of the world income and own less than 1% of world property."

In reviewing progress during the first half of the Decade, the Programme states that by 1980 most governments had accepted integration of women as a desirable objective, many had reported new constitutional and legislative provisions to guarantee or promote equal rights, but that legislative provisions were not always matched by adequate enforcement measures or machinery. The Programme also pointed out that the situation of women in some places had worsened--that female illiteracy was increasing in some countries and that employment of the women was not always improving women's economic status. The remainder of the Programme identifies goals and objectives, along with strategies, concerning the Conference themes and priority areas for action.

While these documents--the Plan and Programme--are substantive accomplishments, they have not received widespread public attention. Instead, the world's perception of the women's conferences have been shaped by the media portraying the meetings as political events. The Copenhagen conference was primarily portrayed as a political debate over Middle East questions. Political statements inserted into the text of the Programme produced heated debate in plenary and committee sections on women's issues were virtually ignored, perhaps because there was unanimity on their adoption. To understand the conferences and the Decade, an understanding of the dynamics of world conferences is necessary.

The Dynamics of World Conferences

World conferences attract media and political attention. They are opportunities for floating of new ideas; they influence international public opinion. They are political events because nations send official delegations instructed to promote and protect that nation's interests as well as to contribute to the substantive discussions.

World conferences do not occur in a vacuum. They grow out of the activities of groups with a new idea or new concern. When public opinion begins to change, governments react. During the 1970's, a series of U.N. conferences were called to discuss a variety of new issues--energy, the environment, population, housing, and women. Some have called these world "consciousness raising" conferences.

As a result of such conferences, new data have been gathered, new reports have been issued, new organizations have been created, and new national and international programs and projects have been set up. Governments have responded to this new consciousness on a variety of fronts. And they have responded because organizations and dedicated individuals have brought new issues to public attention.

At each world conference, two conferences are, in fact, held. One is the official government delegate conference. The other is a parallel non-governmental conference, called the NGO Forum. The offical conference usually adopts

a document signifying agreement among governments on specific issues, strategies, or plans for action. By contrast, the NGO Forum is a freer body, a marketplace of ideas, a forum for the exchange of information and experience, and a place for networking between individuals and groups, regardless of nationality. At the NGO Forums, new leadership emerges. Organizations and leaders evaluate their successes and failures on the local and national levels and adapt successful strategies to their own political and cultural context. Through this process, individuals and groups gain a new sense of their collective power. Success in projects and programs breeds interest in further action and a confidence in the ability to find solutions to new problems and a sense of solidarity and momentum is created. The media's attention is engaged and non-governmental groups continue and intensify their interaction with governments. Individuals and groups at world conferences learn that while they may have political differences there are common meeting grounds on specific issues.

In the best of international conferences, government delegates and NGO representatives interact before the conference and at it. National non-governmental representatives may be chosen as official delegates or provide background and position papers for the delegates. More typically, however, the governmental body expresses to the world a more conservative position on any current issue or question; the NGO Forum discusses a variety of alternatives and speaks to the longer term. The governmental meeting might be said to be transactional--representing compromises between governments. The NGO Forum, through informal discussions, outlines a vision and agenda for the future and suggests strategies and mechanisms for implementing that agenda.

One outcome of the previous world conferences on women has been the creation of a new field of study and action called "women in development." This term signifies new attention to the role of women in maintaining and developing the societies in which they live. Research has been undertaken documenting women's contributions to economic and social development in Third World countries. A new body of literature has been created, new experts have achieved recognition, and many nations and organizations of the U.N. system have established women in development programs and projects. Foreign assistance donors have assigned women in development consultants to some of their larger projects. At both the official U.N. conference and the NGO Forum in 1980, various facets of the women in development issue were discussed and debated. At the NGO Forum researchers and field workers conducted seminars and workshops; publications were distributed, projects were analyzed and new project ideas were discussed with potential donors. As this women in development work has expanded and benefited from the opportunity for international discussion and exchange, many of the issues thought to be unique to developing countries are now found to be similar to those in industrialized nations.

The Role and Influence of Non-Governmental Organizations

Non-governmental organizations (NGO's) exist on the local, national and international level. Sometimes called the "independent sector" or the "private voluntary sector", these organizations run the gamut from prestigious international committees and academic groups to local, grass-roots formal and informal associations. These groups aim to change public policy, promote social welfare, improve the economic physical circumstances of the individuals in the group, or spread new ideas or new knowledge.

One lesson learned during the Decade is that individuals promoting change are more effective when they organize around common interest and work as a group. At the Mexico City 1975 conference heavy reliance was placed on the creation of "national machineries" (governmental bodies such as women's bureaus) to improve the status of women. By 1980, at the Copenhagen conference, many had learned that governments could not be relied on to give women's concerns attention unless non-governmental organizations both influenced and assisted governmental bodies.

Governments tend to be both defenders of the status quo and reactive bodies. They watch trends and events but resist change until forced to deal with it by outside groups. Thus, in most societies, the NGO's working outside government are the change agents. They demonstrate or document the need for change, present proposals for specific changes, urge the institution of new programs, and often provide the expertise for those programs.

Viewed over the longer term, the non-governmental women's movement can be traced back at least to the international anti-slavery movement. From the early 19th century, women's organizations have worked for the abolition of slavery, for women's right to vote, for improved conditions in education, employment, and health, for family planning and children's welfare, and for the protection of widows and orphans. On the international level, the U.N. Commission on the Status of Women and its affiliated women's organizations have kept women's issues on the agenda, but it was the resurgence of interest in women's rights during the 1960's and early 1970's that made it possible for International Women's Year, the Mexico City conference, and the U.N. Decade for Women to become realities.

Over this whole period and again during the Decade, women have learned that organizational activity has another benefit. It is an important training arena. Because women have been denied access, historically, to decision making positions and training opportunities in government and other primary sectors of society, they have learned leadership, participatory skills, and responsible citizenship through non-governmental activities and projects. Through this process, new leaders and activists have appeared on the national and international scene as women advanced their own cause and that of the whole society through organizational activities.

When frustrated in their attempts at self-help or self-reliance, women, like men, have turned to governments. To have influence with governments they have learned the functions and procedures of specific governmental institutions and the political context in which their particular governments operate or exist. Now, to function effectively at the international level, many women have learned to understand the differences between one-party systems, European multi-party parliamentary systems and the U.S. two-party, presidential/congressional system. Many have become leaders or experts at the national level; others at the local level. Women appreciate cultural and religious constraints and have come to understand the conflicts between modernization, the drive for equity and the pull of tradition.

Women have also learned that, as a class, they are international. In every society, women are defined and limited by their reproductive roles, assigned positions in society and in families based almost primarily, or initially, on

their reproductive functions. This assignment, in virtually every culture, has both economic and legal consequences which limit women's potential. It is women's economic and legal situation that will be the primary focus of the next world conference on women, as it has been the focus of non-governmental women's organizations in almost every nation and at the international level, historically and contemporarily.

1985--Third World Conference on Women

Fittingly, this third world conference on women is scheduled to be held in the Third World, probably in Nairobi, Kenya. The agenda will include assessing progress during the Decade in advancing women's status, analyzing the obstacles encountered, and developing strategies in the light of current and probable future trends.

Preparations are now underway by the U.N. Commission on the Status of Women, the U.N. system, national governments and by non-governmental organizations. The UNCSW will meet in 1984 and in 1985 to prepare an expanded agenda, background papers and a draft document. Regional conferences are also planned under the auspices of U.N. regional commissions. National governments are being asked by the U.N. to complete a questionnaire documenting their efforts and accomplishments in advancing the status of women and improving their circumstances with their national boundaries.

An NGO Forum is also being planned for 1985. The overall arrangements are made by an NGO planning committee composed of volunteers from NGO's in consultative status to the U.N. Economic and Social Council. Other groups are planning informal workshops, seminars and exhibits. Since interest in women's questions expanded dramatically and numerous new issues and organizations have been identified during the Decade, a wide range of topics are expected to be discussed at the Forum.

A strong effort is being made to de-politicize this conference and to concentrate on the commonalities that unite women rather than the differences which divide them. However, women cannot expect to remain isolated from world problems. The whole purpose of the Decade is to demonstrate that women do have a contribution to make not only to solving their own problems but in helping to solve world problems. Thus, world politics will be a factor.

However, one commonality among women which has become evident is the worldwide feminization of poverty. Another issue receiving increasing attention is the strengthening of women's organizations in order to bring attention to women's problems and increase the number of women in decision-making positions.

Humphrey Institute Project:

This booklet is an informal, non-governmental effort to contribute to the preparations for the 1985 conference. It is designed so that each section may be used separately, depending on interest or needs. Reproduction of any section is therefore encouraged provided recognition is given of the source.

The Women, Public Policy and Development Project is a part of the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota. The

purpose of the project is to document and demonstrate the influence of women's organizations on changes in public policy and to provide data and information on the status of women with special emphasis on women's economic concerns.

In addition to publishing this document, a survey of the activities of women's organizations and of changes in public policy affecting women is underway. The survey form is reprinted at the back of this booklet. It is available in French and Spanish also. Efforts are also being made to translate this booklet into other languages. If other groups translate any sections or all of this booklet into other languages, the project would appreciate receiving copies of those translations. Other publications about the activities of women's organizations in the U.S. and abroad would also be greatly appreciated.

Additional copies of this booklet are available for $5.00 postpaid from the project. Women's groups responding to the survey are being sent a free copy. Prices for bulk orders are available on request.

The project is funded by two individual women donors and the Carnegie Corporation. It is organized to contribute to the teaching, research and community service functions of the University.

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CHRONOLOGY -- U.N. DECADE FOR WOMEN

1945	United Nations Charter affirms "faith in fundamental human rights, in the dignity and worth of the human person, and in the equal rights of men and women."
1947	U.N. Commission on the Status of Women is established as a subsidiary body to the U.N. Economic and Social Council.
1952	Convention on Political Rights of Women (prepared by the U.N. Commission on the Status of Women) is adopted by the U.N. General Assembly.
1957	Convention on the Nationality of Married Women (prepared by the U.N. Commission on the Status of Women) is adopted by the U.N. General Assembly.
1962	Convention on the Consent of Marriage, Minimum Age for Marriage, and Registration of Marriages (prepared by the U.N. Commission on the Status of Women) is adopted by the U.N. General Assembly.
12 December 1972	U.N. General Assembly proclaims 1975 as International Women's Year.
19 July 1975	First World Conference on Women is held in Mexico City. -Official delegates of over 100 countries adopt the World Plan of Action, including Minimum Goals. -Draft Convention on the Elimination of All Forms of Discrimination Against Women is approved by delegates. -Parallel conference, the Tribune, draws together individual women and representatives of women's organizations.
December 1975	U.N. General Assembly adopts World Plan of Action and a resolution establishing 1976-1985 as the U.N. World Decade for Women: Equality, Development and Peace. Other resolutions include the call for a mid-decade conference. U.N. endorses a recommendation for establishing the International Institute for Research and Training for the Advancement of Women (INSTRAW); Dominican Republic is identified as the host country in 1979.
1976	U.N. Voluntary Fund for the Decade of Women is established. Operational in 1978, the Fund supports over 300 projects with $22 million in funds in the next five years.

January 1979	U.N. General Assembly endorses subthemes for the Mid-Decade Conference: Employment, Health and Education. -Assembly accepts invitation of Danish government to host conference in Copenhagen. -Assembly appoints Mrs. Lucille Mair (Jamaica) as Secretary-General for the Conference.
1979-80	The U.N. Commission on the Status of Women's Preparatory Committee, U.N. regional commissions and specialized agencies hold meetings to prepare for the Mid-Decade Conference.
14 July 1980	Mid-Decade Conference of the U.N. Decade for Women opens in Copenhagen, Denmark. 145 States participate with 1,326 official delegates. -51 countries sign the Convention on the Elimination of All Forms of Discrimination Against Women during opening ceremonies. -NGO Forum holds parallel conference attracting over 8,000 participants.
31 July 1980	World Programme of Action accepted at the closing plenary sessions of the Mid-Decade Conference, by a vote of 94 to 4, with 22 abstentions. (Australia, Canada, Israel and the United States cast the "no" votes.)
December 1980	U.N. General Assembly agrees to hold 1985 World Conference to Review and Appraise the Achievements of the U.N. Decade for Women.
3 September 1981	Convention on the Elimination of All Forms of Discrimination Against Women goes into force, one month following the ratification or accession of the 20th U.N. Member State.
30 June 1982	Committee on the Elimination of Discrimination Against Women, composed of 23 elected experts, is established at the meeting of State Parties to the Convention on the Elimination of All Forms of Discrimination Against Women.
30 June 1982	Convention on the Elimination of All Forms of Discrimination Against Women has 80 signatures, including 37 ratifications and 2 accessions.
1982	The U.N. Economic and Social Council appoints the Commission on the Status of Women to be the preparatory body for the 1985 Conference, directing that it meet in 1983, 1984 and 1985.
1983-1984	U.N. Commission on the Status of Women meets to plan for the 1985 Conference. NGO Conference preparations begin.
1985	World Conference of the U.N. Decade for Women meets.

THE U.N. COMMISSION ON THE STATUS OF WOMEN

The United Nations Commission on the Status of Women was instrumental in establishing 1975 as International Women's Year. The Commission also played a key role in developing the World Plan of Action and in securing the U.N. declaration of 1975-1985 as the Decade for Women. The Commission's efforts have bridged official U.N., regional, intergovernmental and non-governmental activities during the Decade. The Commission's history provides background information important to the understanding of the U.N. Decade for Women.

The U.N. Commission on the Status of Women received the mandate to "prepare recommendations and reports...on promoting women's rights in political, economic, civic, social and educational fields." Established in 1946 as an intergovernmental body subsidiary to the U.N. Economic and Social Council, the Commission is formally composed of representatives of U.N. member states. Membership has always included a majority of women, as the group has grown in size from 9 original members to 32 members in 1966.

The Commission adopted in 1947 as its guiding principle the intent to "...raise the status of women...to equality to men in all fields of human enterprise, and to eliminate all discrimination against women..." Since that time, the members have worked in several arenas to promote equality for women.

The Commission's concern with discrimination has prompted three international conventions: the Convention on the Political Rights of Women (1952); the Convention on the Nationality of Married Women (1957); and the Convention on the Consent to Marriage, Minimum Age for Marriage and the Registration of Marriages (1962). In 1975, these separate instruments were incorporated in a more comprehensive statement, the Declaration on the Elimination of Discrimination Against Women, which was adopted by the U.N. General Assembly on November 7, 1976. Article 1 states:

> Discrimination against women, denying or limiting as it does their equality or rights with men, is fundamentally unjust and constitutes an offense against human dignity.

Subsequently, the Commission drafted a single convention which included, but was not limited to, provisions of the Declaration. The Convention on the Elimination of All Forms of Discrimination Against Women was presented to and accepted by the first World Conference on Women in 1975 at Mexico City. It was later adopted by the U.N. General Assembly on September 16, 1979. This document culminates several decades of the Commission's efforts in the legal arena.

This report was prepared based on the United Nations Charter, and an article by Margaret E. Galey, "Promoting Nondiscrimination Against Women," published in the International Studies Quarterly, Vol. 23, No. 2, June 1979, 273-302.

In addition to providing the official framework for analysis of discrimination, the Commission has appropriately worked with a number of other U.N. agencies in pursuit of its goals. Collaboration and cooperation have earmarked Commission relations with the Commission on Human Rights, the Trusteeship Council, UNESCO, ILO, some development groups, the U.N. Children's Fund, and the U.N. Fund for Population Activities. Following the World Conference in 1975, the Commission expanded its efforts to work with regional economic commissions, the U.N. Industrial Development Organization, the World Bank Group, and the U.N. Institutes for Training and Research and for Social Development.

The Commission has actively engaged the support and involvement of nongovernmental associations to advance its goals. Approximately 154 international women's organizations are registered in consultative status to the Commission. These groups include a spectrum of religious, professional, educational and civic interests and represent a combined membership of 5-6 million women in national chapters of nearly every state of the world. As one observer commented, "In no organ of the U.N. do international nongovernmental organizations play a more active and influential role than in the Commission."

The Commission on the Status of Women has been instrumental in the creation and preparation of all three World Conferences of the U.N. Decade for Women. Appointed as the preparatory body for each conference, the Commission coordinates all planning, documentation, and drafts the official documents for each Conference.

AN OVERVIEW OF

WORLD CONFERENCES FOR WOMEN

1975 -- 1980 -- 1985

OF THE U.N. DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Two world conferences on women have been held in the last ten years and a third one is being planned for 1985. These conferences are held under the auspices of the United Nations with the U.N. Commission on the Status of Women providing the inspiration and preparatory work.

The first conference, held in Mexico City during International Women's Year in 1975, adopted a World Plan of Action for women with a list of minimum goals. As a result of that conference, the U.N. General Assembly, in December 1975, adopted a resolution establishing 1975-1985 as the Decade for Women "to be devoted to effective and sustained national and regional and international action to implement the World Plan of Action" and called upon governmental and non-governmental organizations to aid in carrying out the Plan. The major themes of the Plan and the Decade were equality, development and peace.

In 1980, a Mid-Decade World Conference on Women was held in Copenhagen to consider the progress made and obstacles encountered in meeting the five-year minimum goals set out in the World Plan and to consider three sub-themes: education, employment and health of women. A Programme of Action was adopted at Copenhagen by over 136 governments represented by 1183 delegates. This Programme was divided into three parts: 1) the historical perspective and a conceptual framework for thinking about women's status; 2) national targets and strategies for the full participation of women in economic and social development in every country; and 3) recommendations to the U.N. system for action at the international and regional levels.

At both Mexico City and Copenhagen two conferences were in fact held. The official U.N. conference was composed of delegates representing countries, speaking for countries and voting as a country not as individuals. A second set of parallel non-governmental conferences were the Tribune at Mexico City and the Forum at Copenhagen, composed of women who wanted to participate in a world conference of women and could afford to pay their own way to attend or found means of financing their trip. These women represented women's organizations or came as individuals to participate in seminars, workshops and informal discussions on a variety of women's issues.

A third World Conference is now being planned for 1985. Reviewing the achievements of women during the U.N. Decade for Women and formulating strategies for the advancement of women world-wide and at national and regional levels, will dominate the 1985 agenda. Governments will be asked to report on progress within their countries during the Decade and to look at the gap between law and practice concerning discrimination against women and at future trends. A non-governmental forum will also be held and efforts will be made for more interaction between official delegates and representatives of women's organizations attending the non-governmental organization forum.

THE U.N. WORLD CONFERENCE FOR INTERNATIONAL WOMEN'S YEAR

MEXICO CITY, MEXICO -- 1975

Background

On December 12, 1972, the U.N. General Assembly proclaimed 1975 as International Women's Year (IWY). The objective of this Year was to define a society in which women participate in a real and full sense in economic, social and political life and to devise strategies whereby such societies could develop. Specifically, the proclamation establishing the Year called for intensified action:

1) to promote equality between men and women;
2) to ensure the full integration of women in the total development effort, especially by emphasizing women's role in economic, social and cultural development at the national, regional and international levels, particularly during the Second U.N. Development Decade; and
3) to recognize the importance of women's increasing contributions to the development of friendly relations and cooperation among States and to the strengthening of World peace.

The U.N. World Conference for International Women's Year was held from 19 June to 2 July, 1975, as a focal point for international observance of the year. Over 100 nations participated in the official conference and their representatives adopted a World Plan of Action which would guide national action as part of a sustained long-term effort to achieve the Year's objectives.

Individual women and representatives of women's organizations also travelled to Mexico City and participated in a parallel conference labelled the Tribune. The Tribune had no power and no official role to perform. It nevertheless brought women together to discuss common problems and political differences. Its lively, sometimes acrimonious, meetings gained the attention of the media and hence the world.

In December 1970, the U.N. General Assembly adopted a resolution which established 1976-1985 as the U.N. Decade for Women: Equality, Development and Peace. The resolution called upon governmental and non-governmental organizations to aid in carrying out the Plan, while urging regional commissions to give priority to implementing tenets of the Plan.

This report was prepared based primarily on the book, Meeting in Mexico: The Story of the World Conference of the International Women's Year, published by the United Nations in 1975.

THE WORLD PLAN OF ACTION

(Adopted at the U.N. World Conference for International Women's Year
Mexico City, Mexico -- 1975)

The World Plan of Action, drafted under the auspices of the U.N. Commission on the Status of Women, was presented to the official delegates at the 1975 World Conference on Women at Mexico City. Delegates debated, amended and then adopted the Plan; it was later recommended and adopted by the U.N. General Assembly with a call for a clear commitment at all levels of government to take actions necessary to implement the Plan.

Five-Year Minimum Goals

The Plan specified that by the end of the first five-year period (1975-1980) the following mirimum goals should be achieved:

- -A marked increase in literacy and civic education of women;
- -Coeducational technical and vocational training extended to women and men in the industrial and agricultural sectors;
- -Equal access to education at every level, compulsory primary education for all and action taken to prevent school dropouts;
- -Increased employment opportunities for women, reduction of unemployment and increased efforts to eliminate discrimination in the terms and conditions of employment;
- -The establishment and increase of the infrastructural services required in both rural and urban areas;
- -Equal eligibility to vote and to seek elected office;
- -Greater participation of women in policy making positions at the local, national and international levels;
- -Increased provision for health education, sanitation, nutrition, family education, family planning and other welfare services;
- -Provision for parity in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce;
- -Recognition of the economic value of women's work in the home, in domestic food production and marketing, and in voluntary activities not traditionally remunerated;
- -Direction of formal, non-formal and life-long education towards the re-evaluation of the man and woman, in order to ensure their full realization as an individual in the family and in society;
- -Promotion of women's organizations as an interim measure within workers' organizations and educational, economic and professional institutions;

-Development of modern rural technology, cottage industry, preschool day care centres; time and energy-saving devices so as to help reduce the heavy work load of women, particularly those living in rural sectors and for the urban poor and thus facilitate the full participation of women in community, national and international affairs;

-Establishment of interdisciplinary and multisectoral machinery within the government for accelerating the achievement of equal opportunities for women and their full integration into national life.

Other Highlights of the World Plan

National Action:

Toward Peace ...the peace efforts of women as individuals and groups should be recognized and encouraged...

Political Action Governments should establish goals, strategies and timetables for increasing within the decade 1976-1985 the number of women in elective and appointive public offices...

The Family In the total development process the role of women, along with men, needs to be considered in terms of their contribution to the family as well as to the society and the national economy. Higher status for the role in the home--as a parent, spouse and homemaker--can only enhance the personal dignity of a man and a woman...

Population ...individuals and couples should have access to the information and means that will enable them to determine freely and responsibly the number and spacing of their children and to overcome sterility...

Housing The design of the house should take into account the needs of the entire family, especially the women and children...

Other Questions Women are usually affected to a greater extent than men by the social problems caused by rapid modernization and industrialization... Special efforts should be made to provide for the needs of migrant women... Special attention should also be given to elderly women...Special attention should be paid to female criminality...Special legislative and other measures should be taken to combat prostitution and the illicit traffic in women, especially young girls.

Research

A major difficulty in assessing the economic contribution of women at the present time is the lack of data...A scientific and reliable data base should be established and suitable indicators developed which are sensitive to the particular situation and needs of women as an integral part of national and international programs of statistics...

The Media

A major obstacle in improving the status of women lies in public attitudes and values regarding women's roles in society. Governmental and non-governmental organizations should encourage research to determine the image of women and men portrayed by the media, and the negative and positive influences exercised by them...Those in control of the media...should be urged to project a more dynamic image of women and to take into account the diversity of women's roles and their actual and potential contributions to society.

International Action

The Decade and this Plan call for a clear commitment on the part of the international community to accord importance and priority to measures to improve the situation of women, both as a means of achieving the goals of social progress and development and as an end in itself...all organizations of the U.N. system should take separate and joint action to implement its recommendations... International organizations, both governmental and non-governmental, should strengthen their efforts to distribute information on women and related matters.

Review

Comprehensive and thorough review and appraisal of progress made in meeting the goals of this Plan should be undertaken at regular intervals by the U.N. system...As a specialized U.N. activity, relevant trends and policies relating to women should be monitored continuously.

THE MID-DECADE WORLD CONFERENCE OF THE U.N. DECADE FOR WOMEN

COPENHAGEN, DENMARK -- 1980

Background

The Mid-Decade World Conference of the U.N. Decade for Women: Equality, Development and Peace, met in Copenhagen, Denmark from 14 to 31 July, 1980. The impetus for this conference began in 1975, when delegates from over 100 countries adopted the World Plan of Action at the first World Conference of International Women's Year in Mexico City. The Plan and a resolution calling for establishment of a U.N. Decade for Women (1976-1985) were later adopted by the U.N. General Assembly, including the call for a mid-decade conference to be held in 1980:

> "to review and evaluate the progress made in implementing the objectives of the International Women's Year as recommended by the World Conference and, where necessary, to readjust existing programmes in the light of new data and research available."

Preparation of a programme of concrete action for the second half of the U.N. Decade for Women began in 1977. In January 1979, the U.N. General Assembly endorsed the subthemes of the conference -- employment, health and education. The Assembly recommended that the conference emphasize action-oriented plans for integrating women into the total development process, particularly by promoting economic activities and employment opportunities on an equal footing with men, and through provision of adequate health and educational facilities. Further actions of the Assembly included acceptance of the Danish government's invitation to host the conference in Copenhagen, and appointment of Mrs. Lucille Mair of Jamaica as Secretary-General for the conference.

Conference planners were asked to gather comprehensive data on the situation of women worldwide. Governments, regional commissions, and specialized agencies of the U.N. were called upon to provide this information. Under the auspices of U.N. regional economic commissions, preparatory meetings to consider the role of women and to adopt recommendations were held in Paris, New Delhi, Caracas, Lusaka, and Damascus. Specialized agencies of the U.N., such as W.H.O. and U.N.E.S.C.O., scheduled sectoral meetings on subjects of importance to women. The Council on the Status of Women, composed of representatives from 23 countries, served as the Preparatory Committee for the Conference, meeting in Vienna and New York in 1979 and 1980.

This report was prepared based on the report of the World Conference of the United Nations Decade for Women made to the General Assembly at its thirty-fifth session, document A/CONF.94/35.

The Mid-Decade World Conference of the U.N. Decade for Women was formally convened on 14 July, 1980. One hundred forty-five nations participated in the official conference, sending 1,326 delegates. During the opening ceremonies, 51 nations signed the Convention on the Elimination of All Forms of Discrimination against Women. These formal actions signified each nation's commitment to legal equality and included a pledge to bring the instrument before their national bodies for ratification.

In succeeding meetings, official participants met to consider the progress made and the obstacles encountered in meeting the five-year minimum goals set at the 1975 World Conference of International Women's Year. The formal governmental debates, involving national ideological differences and unending boundary feuds that took place at the Conference and which the media focused on, do not tell the whole story of the conference. Action-oriented individuals at the conference who saw women in development, peace and equality as their first priorities hammered out a section of the Conference Programme of Action on "National Strategies and Tactics" that was adopted by consensus.

The national strategies and tactics section sets forth guidelines for national development plans and policies. Although there is heavy reliance on government to solve women's problems, the Copenhagen Conference recognized the need for women's organizations to work with the "national machinery" of government institutions and women's bureaus.

At closing plenary sessions, the Programme of Action for the Second Half of the U.N. Decade for Women was adopted by a roll call of 94 to 4, with 22 nations abstaining. (Political references in the document caused Australia, Canada, Israel and the United States to vote "no" on the passage of the entire programme.) Thus, despite the international politics, the World Conference of the U.N. Decade for Women moved women's issues a giant step forward on the international level.

What follows is a condensed version of the entire Programme of Action. This document is divided into three parts: 1) historical perspective and conceptual framework; 2) national targets and strategies for full participation of women in economic and social development; and 3) a programme of action at the international and regional levels.

THE PROGRAMME OF ACTION

(Adopted by the Mid-Decade World Conference of the U.N. Decade for Women
Copenhagen, Denmark -- 1980)

Background and Framework

Principles and objectives of the U.N. Decade for Women: Equality, Development and Peace, proclaimed at the Mexico City Conference, are still relevant today and constitute a basis of action for the Decade:

> Equality is here interpreted to mean not only legal equality (the elimination of de jure discrimination) but also equality of rights, responsibilities and opportunities for the participation of women in development, both as beneficiaries and as active agents.
>
> Development is here interpreted to mean total development, including development in the political, economic, social, cultural and other dimensions of human life, including the development of economic and other material resources and the physical, moral, intellectual and cultural growth of the human person. Women's development should not only be viewed as an issue in social development but should be seen as an essential component in every dimension of development.
>
> Peace is a prerequisite to development. Moreover, peace will not be lasting without development and the elimination of inequalities and discrimination at all levels. Equality of participation in the development of friendly relations and cooperation among States will contribute to the strengthening of peace, to the development of women themselves and to equality of rights at all levels and in all spheres of life.

Recognizing that considerable effort has been made by the majority of countries to further the Decade's efforts, but that progress has been insufficient to bring about the desired quantitative or qualitative improvements in the status of women, the purpose of this Programme of Action is to refine and strengthen practical measures for advancing the status of women.

This condensation is drawn from the full text of the Programme of Action, for the Second Half of the U.N. Decade for Women, adopted at the Mid-Decade Conference in Copenhagen, 1980. For a full copy of the text of the programme, see U.N. Document A/CONF.94/35.

PART I: HISTORICAL PERSPECTIVE

A. The Roots of Inequality. Inequality between men and women is linked to a complex historical process and is manifested in ways as varied as the social and cultural condition of the world community. Three factors contribute to this inequality:

1) Division of labour between men and women, justified on the basis of women's childrearing function, has tended to restrict women in the domestic sphere and limit their access to participation and decision-making in all spheres of life.

2) Inequality stems from mass poverty and general backwardness of the majority of the world's population, caused by underdevelopment. The unfavourable status of women is aggravated in many countries, developed and underdeveloped, by de facto discrimination on the basis of sex.

3) It can be argued that predominant economic analyses of labour and capital insufficiently trace the linkages between economic production and women's work; women are not simply discriminated against by the productive system but are discriminated against by virtue of being the reproductive force.

Women suffer dual oppression of sex and class within and outside the family. The effects are strikingly apparent in the present world profile of women:

> While women represent 50% of the world population and 1/3 of the official labour force, they perform nearly two thirds of all working hours, receive only 1/10th of the world income and own less than 1% of world property.

B. Review of Progess in the First Half of the Decade -- Lessons for the Future. By 1980, most governments have accepted integration of women as a desirable objective. Planners and decision-makers have been sensitized to women's needs and problems, research has been conducted, a data base on women is being built, and some legislation has been passed to safeguard women's rights.

While a number of governments report new constitutional and legislative provisions to guarantee or promote equal rights, legislative provisions are not always matched by adequate enforcement measures and machinery.

The review and appraisal of progress in the past five years indicates that the situation of women in the "backward" sectors of many countries has worsened. Employment conditions and education have worsened for women in rural and marginal urban sectors. Female illiteracy is increasing in several countries. Declines in female enrollment at the secondary level is reported by several countries. Employment in both developing and developed countries shows increasing numbers of women being forced into unemployment or transferred from the formal to peripheral or informal labour markets.

The lessons for the future are many: 1) This review proves that any measures for any women isolated from the major priorities, strategies and sectors of

development cannot result in substantial progress toward attaining the goals of the Decade. 2) Legislative and developmental action, unless accompanied by positive and concerted action to change attitudes and prejudices, cannot be fully effective. 3) Mere provision of equal rights, development services and opportunities will not, by themselves, help women to benefit from them without information, knowledge and institutional innovation.

The three main objectives of the U.N. Decade for Women -- equality, development and peace -- are closely interlinked. Progress toward any one of these has a beneficial effect on the others; in turn failure in one sphere has a negative impact on the others

PART II: THE PROGRAMME OF ACTION AT THE NATIONAL LEVEL

A. National Strategies

A. Improvement of the status of women requires action at the national and family levels. Governments should explicitly state a firm commitment and accord high priority to women's full and equal participation in development and to eliminating existing inequalities among men and women in all sectors.

1. National Plans and Policies.

Governments should establish qualitative and quantitative targets for the second half of the U.N. Decade for Women. Projections for 1985-1995 should be made and reviews conducted in 1985 and 1990. Provisions for monitoring and evaluating women's participation in general and sectoral development programmes should be made, with reliable data collected and technical services provided for periodic review of progress. Timetables should be established for achievement of specific objectives. National programmes for women in the priority areas of employment, health and education should be given high priority.

2. National Machinery.*

Where it does not exist, national machinery, at the highest national level, should be established to ensure effective action programmes promoting equality of men and women. A central location within existing government will allow greater capacity and role for ensuring the full participation of women in each sector of development.

Effective institutional links between national machinery and planning units and national women's organizations should be established. The national machinery should serve as a liaison unit between appropriate agencies and grass-roots organizations. Channels of communication between women's organizations and other organizations should be provided to help women's groups obtain financial

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*('National machinery' refers to women's bureaus, commissions, etc. In the programme, establishment of a comprehensive network of commissions, offices or posts at all levels and in all administrative branches is called for.)

and technical assistance from international and bilateral funding sources, to provide reliable data on women's participation in governmental and non-governmental organizations, and to sensitize society to the importance of women's contributions and the obstacles to equality of opportunity. Studies and interdisciplinary research on women's status should be conducted.

3. Legislative Measures.

Remaining discriminatory legislative provisions in the social, economic and political spheres and in penal and civil codes should be examined with the aim of repealing all laws and regulations discriminating against women.

Governments should enact legislation to guarantee the social function of parenthood and maternity, to prevent domestic and sexual violence against women, and to assure that victims are fairly treated in all criminal procedures. Governments should ratify or accede all international instruments of the U.N. which deal with women's rights and implement the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women.

4. Women's Participation in Politics, Decision-Making, International Cooperation and Peace.

Politics and Decision-Making. Every effort should be made to enact before the end of the Decade legislation guaranteeing women the right to vote, to be eligible for election or appointment to public office and to exercise public functions on equal terms with men.

Governments should foster knowledge of civil and political rights, promote and encourage political organizations which involve women in their programmes, and issue special instructions to achieve equitable representation of women in branches of government at all levels, including international delegations and employment in the secretariat and system of U.N. organizations. Special attention should be given to eliminate de facto discrimination against women in the selection of political candidates and in access to formal decision-making bodies.

International Cooperation and Peace. Women of the entire world should participate in the broadest way in the struggle to strengthen international peace and security, to broaden international cooperation and develop friendly relations among nations, to achieve detente in international relations and disarmament, to establish a new economic order and to promote fundamental freedoms and rights.

The efforts of intergovernmental and non-governmental organizations to strengthen international peace and security should be intensified. The active participation of women in such organizations should be supported. Exchanges between national organizations of different countries should be promoted.

5. Education and Dissemination of Information.

Independent women's organizations at all levels should study ways in which the mass communication media (including news and advertising) treat women's status and issues. Evidence of sexist or demeaning treatment should be brought to the attention of the media for correction.

Governments should seek to encourage women's participation at all policy and decision-making levels of media organizations. Efforts should be made to establish training programmes to sensitize media personnel and ensure that women are portrayed as women in their own right, and that the portrayal of women and women's issues reflects women's rights, needs and interests.

Campaigns and training programmes using the media should be established to eliminate prejudices and traditional attitudes which limit women's societal participation. Such campaigns should also inform women of legal and political rights and seek to reach migrant women. The mass media should promote the Programme of Action for the Second Half of the U.N. Decade for Women, as well as other international, regional and national programmes for women.

Women should be trained in the use of various media forms in order that they might present to as wide a public as possible their own perceptions of their needs, ideas and aspirations.

6. Improvement of the Data Base.

Research tools, particularly those relating to economic processes -- evaluation, labour, work employment, social productivity, household, family and the like -- should be re-examined so as to improve the analysis and conceptualization of women's economic and social roles within the home and outside. Current statistical operations and practices should be reviewed to ensure that they are free from sex-based stereotypes. Where appropriate, permanent advisory committees to national statistical authorities should be established to improve the quantity and relevance of data pertaining to the situation of women, their participation in development and equality between the sexes.

National and regional indicators should be developed and improved for determining the degree to which women have participated in and contributed to development. Statistical indicators should be established by which progress toward equality can be monitored. Priority should be given to research concerning those groups of women previously neglected in social science research -- rural workers in agricultural and allied activities and working women from the underprivileged sectors of society. Data on the composition of populations should be collected so that the need for employment, health services and education can be identified.

7. Role of Non-Governmental Organizations.

There should be mutual cooperation between governments and non-governmental organizations to implement this Programme of Action.

Governments should take account of and recognize the important role of women's organizations, encourage and assist them, and provide financial and other assistance to enable non-governmental organizations to become involved in the Programme of Action.

Governments and agencies should promote establishment of women's grass-roots organizations as an integral part of the overall development efforts. Such organizations serve as forums for women to develop self-reliance and enable women to obtain real access to resources and power and to shoulder greater socio-economic and political responsibilities.

B. Objectives and Priority Areas for Action in Connexion with the Conference Subthemes, "Employment, Health and Education."

1. EMPLOYMENT

Objectives for employment highlight the need to promote full, equal opportunities and treatment, while ensuring equal remuneration for work of equal value for all women in agricultural and non-agricultural jobs. Nations are urged to increase and promote women's employment opportunities as part of efforts to bring about a more just economic order. National and local training and employment training programmes should be created and legislation relating to women's working conditions should be implemented.

Measures should be adopted to ensure that women's entry into labour market sectors does not result in lowered working conditions, remuneration or status of these sectors. Nations are urged to improve working conditions and occupational mobility of women workers in lower and middle levels of employment sectors, in which the majority of women work. Further objectives include promotion of women's access to jobs with more skill and responsibility, especially at the managerial level, by encouraging maternity protection, childcare facilities, technical training and health protection. Review of job evaluation criteria is urged to overcome obstacles to women's job advancement and careers.

Additional objectives stress promotion of technology which improves women's labour productivity and decreases their work time, while guaranteeing that women workers are the ones who benefit from such improvement. Measures should be taken to ensure that economic returns from women's work accrue directly to them. Women's paid employment should be facilitated by increasing the involvement by males in domestic and child care responsibilities.

Priority areas for action include institution of programmes to inform women workers of their legal rights, emphasizing the rights of freedom and protection of the right to organize. Information programmes should be created to make women, especially poor and rural women, aware of employment, education, training and skill opportunities.

Special measures should be taken to ratify and implement nationally-relevant conventions, and recommendations of the International Labour Organization. Policies should seek to include larger numbers of women in development and national planning efforts, and to allocate resources to women's employment and training programmes. Equal opportunity programmes should be developed to assure women's access to all levels of decision-making and management, and to promote access of women and girls to non-traditional skilled trades.

These objectives and priorities are presented in narrative form, organized into thematic areas as contrasted to the point by point listing provided in the Programme of Action. This section of the Programme represents the most specific national directives for action and change, and was adopted by the Conference without a vote (e.g., unanimously). For full text, see sections 106-195 of the Programme of Action.

The number of women should be increased at decision-making levels of workers' organizations and advisory bodies until the proportion corresponds to the number of women carrying on an occupation.

Further measures should be taken to ensure the same rights of women and men to work and unemployment, especially to prohibit sanctions, dismissal or discrimination based on pregnancy, maternity leave or marital status. Women should be protected against sexually-oriented practices which endanger access to or maintenance of employment, undermine performance and thus threaten economic livelihood.

Additional priorities urge investigation of ways in which unpaid work in the household and agriculture can be recognized and reflected in official statistical data collection. Flexible formal or informal training programmes should be designed for women in non-traditional areas to widen their employment opportunities and to enable them to generate income through production of goods and services. Other measures should be taken to develop or accelerate much needed changes in the tertiary sector (informal subsectors of small-scale trading, domestic services and the like) by a) extending coverage of labour legislation, b) guaranteeing the right to organize, and c) increasing access to managerial and technical training and financial resources.

Action should be taken to ensure that migrant women workers enjoy equal treatment and access to vocational training equal to nations of the host country and to improve the status of women who migrate with their families. Measures should also be taken to provide part-time workers with levels of remuneration and social security benefits proportional to those of full-time workers and ensuring the same working conditions and standards of protection.

It should also be ensured that in economic recessions, the employment market is not less accessible to women than to men. Retraining facilities should be provided for unemployed women, especially in growth sectors. Policies and programmes and the expanded operations of transnational corporations should be studied to ensure that they offer women greater employment opportunities. Women's access to technical training programmes should be increased, with care taken to ensure that women are introduced to training in new technologies on the same footing with men. Measures should be taken to guarantee that technology transfer avoids labour force disruptions which usually affect women more severely.

Infrastructure services should be developed, such as adequate housing, safe water, energy and child care centres for poor rural and urban areas, to alleviate the workload traditionally imposed on women in performing essential community tasks. Women's access to recreation and culture should be increased, as their double workload prevents them from having enough free time. Finally, it should be ensured that women and men are able to harmonize their occupational activities with family life, by providing child-care facilities and amenities for adolescents, reducing the length of the working day and introducing flexible work hours.

2. HEALTH

Objectives to improve the physical and mental health of all members of society include improvement in the health of girls and women throughout their life cycle as a necessary aspect of overall socio-economic development.

The formulation of demographic policies is urged, along with studies of the causes of diseases, establishment of clinical and epidemiological research programmes and organization of services to deal with national problems. Nations are urged to train health workers of the required quantity and quality, and to increase the participation of women and men, not only as beneficiaries of health programs, but also in policy decisions regarding health at community and national levels.

Mental health should be included, as well as programmes for curbing the abuse of alcohol and drugs, in overall health programmes for women.

Policies and programmes should be developed aimed at eliminating all forms of violence against women and children, and the protection of women of all ages against physical and mental abuse resulting from domestic violence, sexual assault, sexual exploitation and any other form of abuse.

Priority areas for action include promotion of primary health care with community participation as the overriding health priority, and as a fundamental vehicle for meeting the goals of the World Plan of Action with high priority directed to meeting women's primary health care needs, especially poor and urban women. Health programmes should be monitored to ensure that women's health needs are properly met and that women are involved at all levels, especially in decision-making.

Action should ensure access of all women to maternal health care, nutrition, family planning, prevention and treatment of infectious and parasitic diseases through establishment of a comprehensive health education network. Child welfare and family programmes should be strengthened, including school curriculum on family planning for boys and girls. Extensive health education programmes should be promoted, including efforts to encourage positive traditional practices and to combat negative practices detrimental to women's health.

Programmes should be developed to improve the training and utilization of community health workers, especially women, and to support women in their contribution to primary health care within the family and community. Official incentive policies should be established to improve women's access to medical training and health-related research. The attention of doctors and other health care professionals should be drawn to women's health care needs, emphasizing preventative medicine and shared responsibility and decision-making among doctors, other professionals, and women themselves.

Research should be conducted over the next several years to facilitate analysis and assessment of the status of women. Simple economic, social and cultural indicators for better data on trends in women's morbidity and mortality and women's access to and utilization of health services should be developed.

Specific programmes should be formulated to prevent maternal and infant mortality, giving priority to poor rural and urban areas and vulnerable population groups. Social support measures should be encouraged, such as maternity and parental leave, child care and breastfeeding breaks to allow women and men to parent in the optimal and healthiest manner.

High priority should be given to food and nutrition policies benefitting women, particularly pregnant and lactating women and poor rural and urban women. Educational programmes should be established to improve the quality, availability, preparation, preservation, rational use and distribution of food. The health and safety of women and their families should be protected from contamination, spoilage and adulteration of food, harmful additives and preservatives, mislabelling, deceptive packaging and irresponsible promotion of low-nutrition foods and breast milk substitutes.

Explicit national and local programmes should be developed to improve hygiene, sanitation and access to safe water and shelter. Policies should ensure safe working environments in the home and workplace. Studies of labour hygiene and safety should be carried out, particularly in branches of activity where women's health might be affected. Legislation should be introduced to eliminate occupational health hazards likely to affect reproductive functions.

Further priorities highlight special needs, including the direction of special attention to the health needs of elderly women, women living alone and disabled women. Full medical attention should be given to adolescent women. Mutilation practices which damage women's bodies and health should be prevented, and research promoted into the extent and causes of domestic violence. Finally, the priority areas for action recommend formulation of a plan for protecting women against abuse of alcohol, tobacco, drugs and excessive medicaments, by informing them of the hazards for themselves and their children.

3. EDUCATION AND TRAINING

Objectives for this area include providing equal access to education and training of all types at all levels for girls and women, enabling them to develop their personalities, participate equally with men, and to achieve self-reliance, family well-being and improved quality of life. Innovative programmes and methodologies should be provided to stimulate creative development, promote rights of freedom and develop the ability to communicate through eradication of illiteracy, while upgrading functional skills and providing basic information about employment and health.

Contributions to changing stereotypical attitudes about men and women's roles are encouraged to stimulate creation of new and more positive images of women's participation in the family, labour market and social and public life. Also, programmes and methodologies should be considered to provide education for non-violence especially in relationships between women and men.

Nations are encouraged to establish transitional links between school, apprenticeship and working life. Educational programmes are recommended which have final-year courses adapted to the country's special economic and social development needs, to increase women's access to gainful employment and non-traditional activities.

Additional objectives urge promoting participation of women in science and technology through education and training in these fields. Ways should be devised to encourage girls to stay in school longer and ensure girls choose a wide range of curricula, including preparation for the professions, management, economics and the sciences which will enable them to achieve positions of influence in the decision-making process.

Priority areas for action highlight provision of equal access to educational training for all types of occupations, and to new training schemes and facilities including on-the-job training, scholarships, inexpensive board and lodging, accessible child care and to ensuring equal job opportunities after education or training for both entry and re-entry women. Targets should be established for expanding women's educational opportunities and facilities, including adequate personnel, materials and earmarked resources.

Nations should establish targets for abolishing differences in the literacy and educational attainment rates for girls and boys. Legislative encouragement should be given for free and compulsory education at the primary level, co-educationally where possible, providing trained teachers of both sexes and transportation and boarding facilitites, if necessary.

Programmes should be monitored and data improved on drop-out rates of girls and women, on course content and skill level required, to facilitate remedial or accelerated measures where appropriate. Nations should seek to identify situation constraints of different culturally or socially underprivileged target groups (e.g., school age girls not attending school, illiterate adults with home responsibilities, mature women and immigrant women) and create programmes for such groups. Nations should provide counseling, support services and necessities (child care, transport, earn and learn schemes, supplementary nutrition, scholarships and the like) based on situation analyses and fund such needs on a priority basis.

Pre-school and children's programmes aimed at strengthening women's societal contributions and changing traditional roles for men and women should be promoted. Curricular materials should be examined to remove stereotyped roles of women and girls. Development of non-sexist resources and curricular materials should be promoted. Human rights courses should be developed at the secondary, tertiary and adult education levels, stressing the importance of eliminating discrimination on the basis of race and sex.

Guidance counselors and teachers should be trained to assist girls and boys in choosing occupations according to personal capacities rather than stereotyped sex roles. Courses should be created which alert teachers to stereotyped assumptions and to the need to widen women's and girls' options. Nations should also encourage parity of men and women in teaching and administrative positions at all levels.

Women's education should be provided in the context of life-long education in developed and developing countries. National educational accreditation and equivalence programmes should be designed to encourage the return of women and girls who have dropped out of the formal education system. New formal and extracurricular education should be provided to enable women to combine household duties and education.

Governments are urged to encourage women to enroll in all technical institutes and to promote establishment of intermediate technical courses. Courses on women's issues should be included in university degree programmes. Finally, a priority for action is to promote instruction and interdisciplinary research on women and on the implications of the goals of the Decade.

C. Priority Areas Requiring Special Attention

1) Food. Enhance the key role women perform in all phases of food production, and raise their status. Incorporate women in all phases of agricultural production and policy-making.

2) Rural women. Improve the living conditions of rural women by providing basic human needs (clean water, sanitation, nutrition, health, shelter and food) and access to technology, credit, transport and communication systems. Give rural women access to convenient, low-cost formal and non-formal education for potential employment skills and in leadership and decision-making. Devise statistics which measure rural women's contribution on an equal basis with men's.

3) Child care. Develop or extend government supported early childhood services through provision of community-based, work-based and work-related child care, including out-of-school hours and holiday care, crisis care and care for families on shift work.

4) Migrant women. Ensure that migrant women, including wage earners and the family of migrant workers, have the same access to education, training, employment, support and health services as the national population.

5) Unemployed women. Take steps to ensure unemployed women access to secure employment through formal and non-formal training and retraining, and guarantee of social security benefits, adequate accommodation, and medical services on the basis of individual need.

6) Women who alone are responsible for their families. Ensure these women receive an income sufficient to support themselves and their families in dignity and independence. Necessary measures should be taken to provide training and retraining for secure employment, to assist women in obtaining secure and appropriate accommodation, and to guarantee favourable access to finance and credit, medical and health services.

7) Young women. Promote specific government policies for the education, health and employment of young women. Give special attention to the education of young women to ensure they are consciously involved in social and political development. Give priority attention to young women in matters related to food and health to improve the living conditions of present and future generations.

PART III: THE PROGRAMME OF ACTION AT THE INTERNATIONAL AND REGIONAL LEVELS

All organizations of the United Nations should take separate and joint actions to implement the Plan's recommendations.

All United Nations' agencies should:

-support efforts towards establishing and implementing national, regional and global programmes aimed at women's integration into development.

-develop strategies for increasing women's participation in the social, economic and political life of their countries.

-integrate issues of concern to all women in their programmes and projects.

-increase the proportion of women in their organizations by nominating and appointing women, particularly from developing countries, for posts in decision-making levels in secretariat and executive bodies.

-give high priority to undertaking multi-sectoral and interdisciplinary action-oriented research in areas where information does not exist on ways of integrating women into development.

-prepare and make available compendiums of statistics on women.

-encourage statistical operations and practices that are free of sex-based stereotypes and use appropriate research methodology that would have relevance to the participation of women in development.

-pay special attention to industries where the majority of employees are women, analyze the causes of their existence and examine the possibilities of new technological patterns leading to changes.

-include in their publications and media support activities specific guidelines on issues and topics of particular interest to women and those in which women could be successfully integrated.

-issue publications with periodic progress reports on Decade activities and encourage the exchange of experience and information between women in member states.

-strengthen special mechanisms within U.N. bodies and existing specialized agencies (such as the Commission on the Status of Women and the Branch for the Advancement of Women) to implement the Programme of Action.

This section of the plan is presented to emphasize action specified for organizations of the U.N. See sections 212-287 of the full text.

The U.N. Secretariat should:

-undertake a comparative compilation of the national legislative measures which are aimed at promoting sex equality and should assist in the introduction of new laws designed to integrate women into all fields or activities by generating ideas and exerting persuasion.

-include in the Directory of International Statistics, a special section on the location of data which monitors progress towards equality between the sexes.

-amend their recruitment, training, promotion and remuneration policies in order to ensure equal treatment and status for women and men employed by the organizations whether as temporary, fixed-term or permanent employees or as consultants.

Regional Commissions should:

-provide assistance to national machineries for women (women's bureaus and government institutions) to accelerate the integration of women in the development process and take up projects and programmes for them.

-prepare for each region an inventory of social, economic and demographic indicators relevant to the analysis of the status of women in the region. The level of long-range fundamental research on women and development should be increased to provide a sound base for development planning.

-in periodic reviews or appraisals, report fully on the specific aspects of the situation of women in every sector of their development programmes on the basis of replies to the questionnaire on the implementation on the World Plan of Action and The Programme of Action.

-assist member states' governments which have difficulty in providing resources to complete the questionnaire and submit data required for review and appraisal.

-provide assistance to governments and non-governmental organizations for the second half of the Decade in light of the review and appraisal of progress achieved in the first half.

-adopt the following measures: integrate the recommendations of this programme into the work programme of their respective sectorial units so that its implementation contributes to the third United Nations Development Decade; promote fellowship and special training programmes in the tertiary sectors so that women can improve their socio-economic status; undertake skilled human resources inventories at all levels so that trained women have equal opportunities for job recruitment and placement.

-strengthen the offices of the Regional Commission by recruiting women for posts at a high level of decision-making and responsibility. Posts

should be established at a high level to coordinate and implement policies relating specifically to the status of women.

The Voluntary Fund should:

-continue to intensify its efforts to give special support to women most in need, and to encourage consideration of women in development planning.

The International Labor Organization (ILO) should:

-develop studies to access the working and employment conditions of rural women with a view to assisting governments, to revive national and international wage and labor policies, trade agreements and prices of commodities, where men's and women's wages are adversely affected by and also affect the exchange earnings of the developing countries as obtained from export of such commodities.

-include specific provisions relating to women in the International Code of Conduct for Transnational Corporations and on the transfer of technology aimed at diminishing any adverse effects of redeployment of industry and technology.

-continue to develop studies to assess the employment, health and educational conditions of migrant women with a view to assisting governments in reviewing their national and international policies. The ILO should aid in the preservation of the migrants' cultural heritage as well as the use of the mass media for supportive channels of information for migrant women.

The United Nations Development Programme (UNDP) should:

-intensify its efforts to encourage and assist governments to find innovative approaches to achieve their development goals through incorporating and benefiting women. These efforts should include resident representatives advising the government on issues of interest to women while monitoring existing programmes and promoting project development, coordination and cooperation to further the goals of the Decade.

The United Nations Educational, Scientific and Cultural Organization (UNESCO) should:

-ensure the inclusion of women in the current work undertaken in preparation for the new international information order--participation of women and their positive dynamic image must be emphasized.

The International Research and Training Institute for the Advancement of Women (INSTRAW) should:

-assist governments in organizing more training courses to improve women's planning, technical and managerial skills in all fields.

The Sub-Committee on Statistical Activities of the Administrative Committee On Coordination should:

-include in its work program consideration of statistics relating to women and developing short- and long-range goals for improving the quality and relevance of data pertaining to the conditions of women.

The Commission on the Status of Women should:

-require The Committee on the Elimination of Discrimination Against Women to keep under review the reporting systems under the Convention on the Elimination of All Forms of Discrimination Against Women once it comes into force.

-continue to carry out comprehensive and critical biennial review and appraisal of progress achieved by implementing the provisions of the World Plan of Action and of the Programme for the Second Half of the Decade.

-strengthen the Commission's Branch for the Advancement of Women by resetting priorities within existing budgetary resources.

U.N. Radio should:

-include contributions and participation of women in the areas of major political, economic and social issues.

THE COPENHAGEN NGO FORUM

MEETING WITH THE MID-DECADE CONFERENCE OF THE U.N. DECADE FOR WOMEN

Background

The Non-Governmental Organization (NGO) Forum, or Alternative Women's Conference, was a parallel meeting conducted in Copenhagen in July 1980, simultaneous with the Mid-Decade Conference of the U.N. Decade for Women. The Forum was both a continuation of non-governmental organization activity which launched the Tribune at the Mexico City Conference of International Women's Year in 1975, and a quite different meeting of women from throughout the world.

The Forum was organized by a planning group representing 34 international non-governmental organizations in consultative status with the U.N. Economic and Social Council. This planning group met in New York and Geneva during 1979 and early 1980, deciding to undertake two main activities: a Forum to be held at the same time and place as the official U.N. conference, and a newspaper, FORUM 80, to be published during the conference. These activities paralleled the 1975 Mexico City Tribune and its newspaper.

Planning for the Forum was coordinated under the direction of Elizabeth Palmer, former Executive Director of the World YWCA. Preparations included fund-raising and programming for the Forum and arrangements with the Danish government and the Danish National Council of Women.

Other interested groups and agencies also participated in preparations and planning for the Forum. For example, the Women in Development Office of U.S. A.I.D. commissioned background papers on the development aspects of the three themes of the conference -- education, employment and health -- and on other development issues.

A $470,000 budget was raised for the NGO Forum from governments, foundations and corporations. The Women in Development Office of U.S. A.I.D., European donors and foundations provided funding for participation of women from developing countries to attend the Forum. These funded participants were women active in development projects or programs in their own countries who would bring expertise to the conference and be able to take back information, contacts and expertise to a wider audience on their return home.

The Forum

The Forum was held at the University of Copenhagen from 14 to 31 July, 1980. Addressing the same issues (health, education and employment) as the main

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This report was prepared based on various documents reporting on the Forum, including the Exchange report, the Women in Development Office of U.S. A.I.D. 1980 Report to Congress, and UNESCO background notes, 1980.

conference, the Forum attracted over 8,000 registrants representing 128 countries from every region of the world.

The Forum was an open participatory conference, offering panels, meetings, roundtable discussions and workshops on the subthemes of the official conference and related subjects, such as migrant and refugee women, women and apartheid, racism and research about women. Some 150-175 workshops were held each day, far exceeding the 200 such meetings which took place at the Mexico City Tribune.

Special events and activities of the Forum included:

The Press Information Office: A service of the Forum, this office distributed press releases, arranged interviews and provided background information prior to and during the Forum. During the Forum meetings, this office held daily press conferences, maintained a Press Documents room and assisted radio and television journalists.

FORUM 80: An eight-page daily newspaper, staffed by an international team of independent journalists, was issued 13 times, each day that the Mid-Decade Conference was in session.

VIVENCIA: A section of the Forum organized by the International Women's Tribune Center provided 130 films and slide shows, daily cultural events and a documents and information exchange network booth to assist participants in finding others of similar interests. VIVENCIA provided a support system which women used to organize on-the-spot workshops, informal meeting space for small gatherings, help in finding resource people and materials and a "switchboard" for networking.

Exchange: An ad-hoc activity organized expressly for the Forum, the Exchange created a forum for a special development-related agenda within the larger conference. An established locale and a daily program of workshops and events focused on women and development and related subjects were provided through the Exchange. Topics ranged from income-generation to organizing skills, resulting in small group discussions which afforded women the opportunity for frank discussion and open debate of initiatives which women have taken in development over the previous five years -- an opportunity which could not be as effectively accomplished in the official meetings of the Conference. An Exchange report summarized major views expressed at the workshops and provided a directory of registered participants.

Women's Studies International: A series of seminars and roundtable discussions of women's issues were sponsored by several women's studies organizations, including the U.N. National Women's Studies Association and staff and resources from the Social Science sector of UNESCO. The women's studies groups provided a registry to help women researchers keep in contact after the Forum and offered a resource center of books and periodicals from around the world during the conference.

Donor Meetings: New TransCentury Foundation of Washington coordinated a series of meetings among women in development representatives from donor nations. Two meetings were held for official representatives to discuss common interests and

problems. Discussions at these meetings centered on integrating women into the larger development projects which each donor funds, and donor assistance to and experience with women's bureaus and women's organizations in the less developed countries.

A third meeting was held with this donor group and representatives of women's organizations in lesser developed countries. A frank, somewhat critical discussion took place, emphasizing the need for mechanisms to get small amounts of money to the grass-roots level and the difficulty of convincing either donor missions or host governments that women's projects should enjoy a high priority.

Accomplishments/Conclusions

The variety of activities which took place during the Forum contributed to the goal of "a free exchange of ideas and information." No votes were taken, no consensus reached, and no official report was called for or written for the Forum. Yet a great deal happened. Line Robillard Heyniger, Observer for the U.N. National Commission for UNESCO, made these observations about the Forum:

> When women met five years ago in Mexico City, the conference was called a global "consciousness raising." When they met in Copenhagen, the buzzword was "networking." This seems to indicate that the initial phase, which consisted of identifying and defining the problem, is now being superseded by a second phase which is generally more pragmatic and focused on solutions. Women are now getting on the job, as reflected by the signs that greeted the participants at the Forum: "Don't Talk, Act" -- "Trabajar, Accion" -- "Agissons." Women from all continents came to Copenhagen for two basic reasons: to get information on how to mobilize other women in their own countries, etc. and to establish links across cultures, classes, and ideologies for a common cause....
>
> The Forum was undoubtedly a landmark in the history of the women's movement throughout the world. Definitely less flamboyant than Mexico, it was more serious and purposeful.
>
> Where some observers saw chaos and lack of structure, women saw a more creative mode and flexibility to allow participants to derive maximum benefits from the meeting. Freed from the constraints of resolutions and formal statements, the participants concentrated on exchanging information and making contacts....
>
> In the end, there were calls for solidarity among women, coupled with pleas for respect of separate identities. There was a greater appreciation for difference in priorities and a greater understanding of the real commonalities which link women across nations and permit them to transcend the present structure of international relationships. The greatest commonality, in the words of a delegate from New Zealand, is the "universal oppression and dependency of women" which stands in the way of progress for all.

Concluding comments are from an article by Line Robillard Heyniger, printed in UNESCO background notes, 8/1980.

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Background

A major step towards the attainment of the goal of equal rights for women was taken in 18 December 1979, when the U.N. General Assembly adopted the Convention on the Elimination of All Forms of Discrimination Against Women. Its adoption climaxed consultations over a five-year period by various working groups, the Commission on the Status of Women and the General Assembly. The 30-article Convention sets out internationally accepted principles and measures to achieve equal rights for women everywhere.

The comprehensive Convention reflects the depth of the exclusion and restriction practiced against women solely on the basis of their sex, by calling for equal rights for women, regardless of their marital status, in all fields--political, economic, social, cultural, and legal or civil. It calls for national legislation to eliminate discrimination, recommends temporary special measures to speed equality in fact between men and women, and action to modify social and cultural patterns that perpetuate discrimination.

Other measures provide for equal rights for women in political and public life, equal access to education and the same choice of curricula, non-discrimination in employment and pay, and guarantees of job security in the event of marriage and maternity. The Convention underlines the equal responsibilities of men with women in the context of family life. It also stresses the social service needed--especially child-care facilities--for combining family obligations with work responsibilities and participation in public life.

Additional articles of the Convention call for non-discriminatory health services for women, including family planning, and a legal status identical to that of men, with nations agreeing that all contracts and other private instruments that restrict the legal capacity of women "shall be deemed null and void."

Opened for signature on 1 March 1980, the Convention was signed by 51 nations during opening ceremonies of the Mid-Decade World Conference of the U.N. Decade for Women in Copenhagen. On 3 September 1981, the Convention officially came into force, thirty days after the twentieth member nation had ratified or acceded to the instrument. By 30 June 1982, the Convention had 88 signatures, 37 of which were followed by ratification, 2 of which were followed by accession.

This report was prepared based on the full text of the Convention on the Elimination of All Forms of Discrimination Against Women; the Report of the World Conference for the U.N. Decade for Women in Copenhagen, A/CONF.34/94, 13 August 1980; and the Status of the Convention on the Elimination of All Forms of Discrimination against Women Report to the Secretary-General, A/37/349, 26 August 1982.

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

(Condensed Version of Text and Articles)

The State Parties to the present Convention,

Noting that the Charter of the U.N. reaffirms faith in the fundamental rights, and in the dignity and worth of the human person and in the equal rights of men and women,

Noting the resolutions, declarations and recommendations adopted by the U.N. and the specialized agencies promoting equality of rights of men and women,

Concerned, however, that despite these various instruments extensive discrimination against women continues to exist,

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women on equal terms with men, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women, and for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations,

Have agreed on the following:

PART I

Article 1. For purposes of this Convention, to define discrimination against women as any distinction, exclusion or restriction made on the basis of sex.

Article 2. To undertake to adopt legislation to ensure elimination of discrimination through sanctions and legal protection.

Article 3. To ensure full development and advancement of women and guarantee exercise and enjoyment of human rights and fundamental freedoms.

Article 4. That the adoption of temporary measures to accelerate de facto equality between men and women shall not be considered discriminatory as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or present standards.

Article 5. 1. To take all appropriate measures to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices based on the idea of inferiority or the superiority of either of the sexes. 2. Ensure family education includes a proper under-

standing of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children.

Article 6. To suppress all forms of traffic in women and exploitation of prostitution of women.

PART II

Article 7. To ensure women's right to: vote in all elections and to be eligible for election to all publically elected bodies; to participate in the formulation and implementation of government policy; and to participate in non-governmental organizations and associations.

Article 8. To ensure women the opportunity to represent their governments at the international level and to participate in the work of international organizations.

Article 9. To grant women equal rights with men to acquire, change or retain their nationality.

PART III

Article 10. To ensure equal rights in the field of education, in particular: to ensure the same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas; for access to the same curricula, examinations, teaching staff and equipment, for co-educational and other types of education to eliminate stereotyped concepts of men's and women's roles; and for the same scholarship and continuing education opportunities. To help reduce female drop-out rates, provide equal opportunities for sports participation and physical education and access to health and family-planning information.

Article 11. To eliminate employment discrimination of women by: providing the right to work and the free choice of profession and employment, the right to promotion, job security and benefits and the right to equal pay for equal work. To provide social security and protection of health and safety in the marketplace. To prohibit discrimination on the grounds of marital status or of maternity.

Article 12. To eliminate discrimination in the field of health care to ensure access to health care services including family planning and appropriate services in connection with pregnancy. To grant free services where necessary as well as adequate nutrition.

Article 13. To eliminate discrimination against women in other areas of economic and social life and to ensure equal rights to family benefits, bank loans, mortgages and other forms of credit, and to participate in recreational activities, sports and cultural life.

Article 14. To take into account the particular problems faced by rural women and the significant roles rural women play in the survival of their families.

To ensure rural women the right to participate in development planning at all levels, to obtain training and education, to organize self-help groups and co-operatives for equal access to economic opportunities. To have access to agricultural credit and loans, market facilities, appropriate technology, to equal treatment in land and agricultural reform and land resettlement, and to enjoy adequate living conditions.

PART IV

Article 15. To accord women equality with men before the law.

Article 16. To ensure women the same right as men to enter into marriage and to freely choose a spouse. To ensure women the same rights and responsibilities as parents in matters relating to their children, and to ensure the same personal rights as husband and wife.

PART V

Article 17. To establish the Committee on the Elimination of All Forms of Discrimination against Women, consisting of 23 elected experts of high moral standing and competence in the field covered by the Convention. The experts will be elected by State Parties from among their nationals and shall serve in their personal capacity. Staff and facilities for the Committee will be provided by the Secretary-General.

Article 18-21. To submit to the Secretary-General of the U.N. for consideration by the Committee a report of the legislative, judicial, administrative or other measures which have been adopted to give effect to the provisions of the present Convention and on the progress made in this respect. The Committee will adopt its own rules of procedure and elect officers for two-year terms. The Committee shall report annually to the General Assembly through the Economic and Social Council. The Secretary-General shall transmit the reports of the Committee to the Commission on the Status of Women.

Article 22. The specialized agencies of the U.N. are entitled to representation for consideration of Convention provisions which fall within the scope of their activities. The Committee may invite specialized agencies to submit reports on the Convention implementation in areas within the scope of their activities.

Article 23. Nothing in this Convention shall affect any provisions that are more conducive to achieving equality between men and women which may be contained in national legislation, any other international convention, treaty or agreement in force for a state party.

Article 24. State Parties shall undertake adoption of all necessary measures at the national levels to achieve full realization of rights recognized in this Convention.

Articles 25-28. The present Convention shall be open for signature by all States. The Secretary-General of the U.N. shall receive and circulate to all states the text of reservations made by the States at the time of ratification or accession.

EFFECTS OF THE U.N. DECADE FOR WOMEN -- WITHIN THE U.N.

The accomplishments and impact of the U.N. Decade for Women can be measured in several different ways. Even within the official arena of the U.N. and its system organizations, the accomplishments can be described in two different ways. The official conferences and their plans and programmes represent significant accomplishments, reported in condensed form elsewhere in this booklet. A second way to assess the significance of the Decade is by describing its impact on the U.N. and related organizations. This section reports some of these effects, which provide testimony of the efforts to achieve the goals of the U.N. Decade for Women: Equality, Development and Peace.

New U.N. Organizations and Offices

Two major initiatives and a number of regional responses have resulted in new organizations dedicated to women's concerns within the U.N. system. At the international level, two new organizations were formed during the Decade:

1) The International Institute for Research and Training for the Advancement of Women (INSTRAW) was established in 1975 when the U.N. General Assembly adopted a resolution to provide increased training for women and to undertake research which would increase the resources, skills and abilities of women worldwide. In 1979, the U.N. accepted the invitation of the Dominican Republic to serve as host country for the Institute, and negotiations began for a move from temporary quarters in New York to the permanent site in the Dominican Republic.

INSTRAW has undertaken a major research project on statistics and indicators on women, which included a meeting of experts to analyze the study results. In addition, the Institute has conducted a series of research studies on development linkages at the national and international levels and their effects on women. Further activities have included a short-term fellowship program offering training opportunities to nationals of all countries.

2) The U.N. Voluntary Fund for the U.N. Decade for Women (VFDW) was created in 1975 to provide financial and technical assistance to women in their work for national, regional and global development. Operational since 1978, the Fund has obtained over $22 million and funded 300 projects, working closely with U.N. organizations, governments and non-governmental organizations. Priority has been given to the least developed, land-locked and island nations with special consideration for programmes benefitting rural and urban poor women.

This report was prepared based on several documents: The U.N. Decade for Women, Bulletin No. 6, 2nd issue, 1982; the Tribune--A Women and Development Quarterly, Newsletter 22, published by the International Women's Tribune Center in the first quarter of 1983; the updated, condensed form of the World Plan of Action offered in 1976 by WEAL; and a letter from Margaret Snyder, Senior Officer of the U.N. VFDW, 28 July 1983.

The Fund has been labelled an "experiment in development." Especially concerned with the needs of women for relatively small-scale projects, the VFDW's funding ranges have been from $2000 to $200,000. In 1982, 49% of the VFDW's activities were carried out directly by non-governmental organizations, while other government-executed projects have been those of national machineries or assisted by national women's bureaus or offices. Whenever possible, the VFDW seeks out national non-profit organizations to distribute revolving funds and mobilize technical assistance for income-generating activities. By utilizing competent national organizations which are in touch with the poorest women, the VFDW feels that it is strengthening non-governmental organizations.

VFDW-sponsored projects also emphasize and rely on national expertise whenever possible; only about 10% of the projects have utilized international "experts." The VFDW has also sponsored workshops to assist women with project development and execution, working on issues concerning development planning and women, and is currently working to establish a Knowledge Bank for exchange of information at the project level. In preparation for the 1985 Conference, the VFDW is preparing an analytic overview of Fund work since 1978.

At the regional level, women's units have been created in response to a recommendation in the 1975 Plan of Action for International Women's Year. Each regional commission of the U.N. has established a women's unit to provide governmental and non-governmental agencies with the support needed to carry out the Plan's objectives:

1) The Asia and Pacific Economic and Social Commission has had both a women's office, located at its Thailand headquarters, and an Asia and Pacific Centre for Women and Development, a unit of the Development Centre in Malaysia.

2) The Economic Commission for Africa established the African Training and Research Center for Women in Ethiopia in 1973, predating the U.N. Decade. The Center creates a focal point for women's concerns within the Commission, providing in-service training for women, serving as an information and resource center, carrying out research related to women's status and organizing the African Women's Development Task Force.

3) The Economic Commission for Latin America and the Caribbean set up a special unit for women in their Social Development Division to evaluate the legal, economic, political and cultural status of rural and urban women, and to ensure that all of ECLA's programmes reflect a concern for women's needs.

4) The Western Asia Economic Commission established a special unit for women's advancement as part of their secretariat. The primary functions of this unit include: coordinating national development planning workshops which focus on new ways to integrate women; and ensuring appropriate social services for women through assessment of existing services, curriculum development and training programmes.

Response by U.N. Specialized Agencies

Within the U.N. specialized agencies, a new focus on women was evidenced during the Decade. The International Labour Organization (ILO) established the Office of Women Workers' Questions in 1976. This office coordinates research, promotes action by governmental, nongovernmental, employers' and workers' organizations with the ILO technical departments to implement ILO programmes concerning women workers and to coordinate ILO followup to the Mid-Decade Conference of the U.N. Decade for Women.

The Food and Agricultural Organization (FAO) adopted a resolution which mandated that all programme documents include statements on a project's impact on women in the years since 1975. In 1976, the FAO established the Interdivisional Working Group on Women in Development as an advisory group to involve FAO's technical divisions in issues concerning women and development. In 1981, this group assumed senior staff status within the FAO.

The U.N. Educational, Scientific and Cultural Organization (UNESCO) sponsored a meeting of journalists and broadcasters from 19 countries in 1975. A variety of recommendations were made at this meeting for ways in which women's access to, and involvement in, the production of information could be increased. Women's features services grew from these recommendations. Currently, there are autonomous women's features services in the Latin American and Caribbean, Asian, and African regional divisions of UNESCO.

In 1980, UNESCO collaborated with several women's studies organizations to create the Women's Studies International at the NGO Forum of the Mid-Decade Conference of the U.N. Decade, held in Copenhagen in 1980. UNESCO's Social Sciences sector provided materials and support for a resource center containing books and periodicals from around the world which pertain to women. UNESCO also maintains an excellent programme of women's education.

Resolutions, Declarations and Policy Impact

In addition to the visible accomplishments of new organizations and offices established within the U.N. system, increased awareness and attention to women's concerns has been registered in a number of resolutions and official actions taken within the U.N. system since 1976. For example, in December 1976, the General Assembly called upon member states to increase the literacy levels of women and to grant them equal access to professional, technical and vocational education as well as to scholarship and other study grants, and to introduce free education and co-education.

In May 1977, the U.N. Economic and Social Council adopted resolutions urging that immediate action be taken to ensure meeting the 5-year minimum goals in key areas including the development of modern rural technology, cottage industries, preschool day care centers and ways to increase the productivity of women. The resolutions further urged development of comprehensive health and other social services, along with ways to combine family and work

responsibilities. In May 1976, the World Health Assembly of the World Health Organization (WHO) adopted a resolution urging member states to increase social services to women, to strengthen national health care systems by giving special attention to women especially when they are fulfilling a maternal role, to increase the training, recruitment and promotion opportunities for women health workers and to promote the active participation of women in WHO activities.

Other organizations have been affected by the U.N. Decade as well. The first international text recognizing the economic value of work in the home was adopted by the Council of Europe in February 1976. Also in 1976, the General Assembly of the Organization of American States adopted a resolution to integrate women in the development process as equal partners with men. The Inter-American Commission of Women, meeting in Miami in the summer of 1976, adopted a regional plan of action for the Decade for Women, along with resolutions calling for improvement of women's status throughout the Inter-American system, the establishment of mechanisms to implement the World Plan of Action and for an increase in the opportunities and participation of women in science and technology.

In 1982, at the 37th session of the U.N. General Assembly, 13 resolutions and decisions referring specifically to women were adopted. The International Women's Tribune Center (IWTC) has compiled a list of these resolutions, including text and commentary, in a booklet available in English, French and Spanish. (See order list for further information).

It seems clear from even this partial listing that the Decade for Women: Equality, Development and Peace, has had a substantial impact on the U.N. system and related organizations. The initiatives taken to create new organizations or units within existing organizations, and the decisions and resolutions reflecting increased attention in U.N. policy to women and women's concerns, offer concrete evidence of the effects of the Decade.

LOOKING TO THE FUTURE -- PREPARATIONS FOR THE 1985 CONFERENCE

One of the results of the Mid-Decade World Conference in Copenhagen was the recommendation to hold another conference in 1985, at the end of the first U.N. Decade for Women. The General Assembly of the U.N. agreed in December 1980 to such a conference.

In preparation for this conference, the U.N. Economic and Social Council invited the views of nongovernmental organizations, intergovernmental organizations, U.N. specialized agencies, bodies and organizations, regional commissions and member nations. Suggestions for the process and substance of the conference thus came from a wide range of interested persons.

In 1982, the Economic and Social Council appointed the U.N. Commission on the Status of Women as the preparatory body for the 1985 Conference to Review and Appraise the Achievements of the U.N. Decade for Women. The Council directed the Commission to operate on the basis of consensus and to invite the widest possible participation of member states. The purpose of the 1985 Conference was stated as follows:

(a) to provide an international forum for a critical review and appraisal of the achievements of the Decade, the difficulties encountered in achieving the objectives of the Decade, and probable future trends.

(b) to formulate strategies that would identify and recommend concrete methods and means for the advancement of women to be applied at national, regional and international levels, based on experience during the Decade and on perspectives to the year 2000.

The Commission on the Status of Women, acting as the Preparatory Body for the 1985 Conference, met in Vienna on March 8, 1983. They considered recommendations for agenda, publicity, preparatory meetings and documentation for the Conference. Their decisions included the following:

Provisional Agenda

The Commission decided that the critical review would reflect progress achieved and obstacles encountered in attaining the goals and objectives of the Decade--equality, development and peace--and in the areas of employment, health and education (the subthemes of the Decade).

This report was prepared based on U.N. Documents A/37/676, 30 November 1982; Document A/CONF.116/PC/1, U.N. Press Release WOM/231, 8 March 1983.

Preparatory Meetings

The Commission recommended that national committees, together with nongovernmental organizations, promote and participate in preparatory activities for the Conference. Regional intergovernmental meetings should be held prior to 1985, and should include workshops of experts in areas of health, education, employment and national machineries (women's bureaus). The Commission also called for an interregional seminar on the concerns of rural women to be held prior to 1985.

Publicity

The Commission recommended an information programme to create public awareness of issues before the Conference, the results of previous conferences and focussed on the subthemes--employment, health and education. In addition, the Convention on the Elimination of All Forms of Discrimination Against Women and the Declaration on the Participation of Women in Promoting International Peace and Co-operation should each be widely disseminated. This publicity should be aimed at men and women at all levels of society.

Documentation

The Commission recommended that the following documents be prepared for the 1985 Conference:

1) Review and Appraisal. A report on the review and appraisal of progress achieved with special attention to obstacles encountered in attaining the Decade's objectives. This report would be based on governmental reports.

2) World Survey. A world survey on the role of women in development, bearing in mind the goals and objectives of the Decade.

3) Review of U.N. Activities. Reports on the review and appraisal of progress achieved and obstacles encountered by the U.N. system in support of the Decade goals. Specialized agencies and U.N. bodies would prepare reports, including information on the impact of their activities on women and employment of women in the U.N. system.

4) Brochure of Statistics. A compilation of selected statistics and indicators on the status of women, in order to evaluate and assess the achievements of the Decade. This compilation will be in the form of a brochure reflecting the coordinated endeavors of the U.N. Statistical Office, the Branch for the Advancement of Women and the U.N. International Research and Training Institute for the Advancement of Women (INSTRAW).

5) Forward-Looking Strategies. A report on concrete measures to implement the goals and objectives of the Decade by the year 2000 at local, national, regional and international levels. This report will serve as the basis for discussion and re-drafting at the 1985 conference.

The U.N. General Assembly, in December, 1983, considered the report of the first preparatory session of the Commission on the Status of Women, and decided to accept the offer of the Government of Kenya to host the conference in Nairobi in 1985. It also welcomed the participation of non-governmental organizations in preparations for the Conference. However, in the same resolution, it directed that particular attention be paid to the problems of women in territories under racist colonial rule and foreign occupation as documented at the Mexico and Copenhagen conferences.

This means that the problems of Palestinian women and women under apartheid, the political issues that were so divisive and captured media and national governments' attention at Mexico City and Copenhagen, will again be on the agenda. However, this also presents an opportunity for women to participate in the discussion on these issues and in the decision making on important international questions. With this much notice that these issues will be part of the agenda, women delegates and national governments will have time to prepare their positions and negotiate acceptable statements of the views of women on these questions. It may also present an opportunity for women to highlight the consequences of using violence as the solution to problems.

Preparations for the NGO Forum

The Conference of Non-Governmental Organizations (CONGO), the organizations in consultative status to ECOSOC, has selected a planning committee for the 1985 NGO Forum. Meeting in September, 1984, the committee chose Dame Nita Barrow, of Barbados, former president of World YWCA, to head the planning committee. Virginia Hazzard, formerly with UNICEF, was chosen as executive director. The New York offices are at 777 U.N. Plaza, New York 10017, in the 11th floor offices of the United Methodist women.

The first tasks of the planning group are fund-raising, coordinating with the Kenyan government and women's organizations, site selection in Nairobi, and developing the framework and structure for the Forum. The Forum must be self-supporting as no funds are provided for it. With minimal staff and tight budgets, Forum planners will have to rely on interested women's organizations to assist in providing talent and resources for training sessions, workshops, exhibits and seminars. Preliminary discussions with interested groups have revolved around making the 1985 Forum a marketplace of ideas and products developed by women's organizations and focusing on policy questions, successful projects and strengthening women's organizations worldwide. Because U.N. procedures and the dynamics of world conferences are unfamiliar to many, and because the political issues will be on the agenda, women's organizations must educate and inform themselves and the media about the conference before they arrive in Nairobi. Some have suggested local, national and regional meetings before the 1985 conference could help prepare delegations and the public for the conference.

Many believe the emphasis of the NGO Forum should also be on practical strategies such as how to increase women's participation in decision making at all levels, how to stimulate governments' attention to women's issues, the role of family law in limiting or advancing women's status, the design and management of projects, enhancing the effectiveness of women's organizations especially in the fields of education, employment and health, and drawing attention to the needs of young women and girls. Others believe that the issue of food, the plight of female-headed households, the increasing worldwide feminization of poverty, the problems of violence in the home, and arms expenditures vs. social and economic programs demand attention.

In an open Forum where women speak freely and organize sessions around interest areas and specific issues, undoubtedly all of these subjects and more will get attention. The NGO Forum offers an opportunity to put new issues and ideas forward, to build links acres: national boundaries, and to develop new networks and new international organizations based on the new national and local organizations created during the Decade. It also will provide an opportunity for women from industrialized and developing countries to share common problems and understand their differences based on culture, economic status and political situations.

At this writing (December, 1983) the 1985 conference is a year and a half away. Interest and information will increase as the conference planning proceeds. More details will be available to interested groups after the 1984 meetings of the U.N. Commission on the Status of Women and the NGO planning committee for the Forum. Information about these meetings and other plans can be obtained from the sources listed throughout this booklet. Efforts are being made by all groups involved to attract the attention of the media to the plans for the conference and to the achievements of women during the Decade. The review and appraisal of the Decade by both the U.N. and by non-governmental women's organizations should show that much progress has been made but that many obstacles remain to be overcome before achieving equal partnership between men and women.

THE HUBERT H. HUMPHREY
INSTITUTE OF PUBLIC AFFAIRS
University of Minnesota

RESPONSE FORM ON WOMEN'S ORGANIZATIONS

As we look forward to 1985 and beyond, it is important to know what women's organizations throughout the world have accomplished during the U.N. Decade for Women (1976-1985) and their plans for the future. We ask your help in this effort. Please tell us about your organization or an organization you know about. Fill out as much of this form as you can or wish. Feel free to add information you think important, send us publications, or tell us of other groups we should contact.

The information we receive will be used to plan for pre-conferences and for the 1985 U.N. World Decade for Women Conference in Nairobi, Kenya. Respondents will be sent background material on the Decade and the results of this survey. Thank you for your help.

Your Name, Address, and Phone:

Name of Organization_____

Address:_____Telephone:_____

_____

_____

Purpose of Organization:

Name of chairperson, leader, or official of the organization:

_____

If you know:

Approximate membership:_____Year established:_____

Sources of funding:_____Budget:_____

(continued on back)

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A. What has the organization done in the past 10 years?
Significant accomplishments? Problems or barriers?

B. What did the participants in the group learn from their participation?

C. Did the organization work to change government policy or to get cooperation from governments? How? What happened?

D. Does the group have future plans? If so, what?

E. Additional information which we should know about this organization or other groups:

THANK YOU!

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CREDITS

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Arvonne S. Fraser, editor